



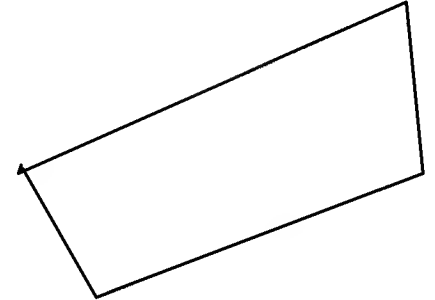
UNITED STATES CIVIL SERVICE COMMISSION
BUREAU OF POLICIES AND STANDARDS
WASHINGTON, D.C. 20415

IN REPLY PLEASE REFER TO

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YOUR REFERENCE

Mr. F.W.M. Janney
Director of Personnel
Central Intelligence Agency
Washington, D.C. 20505



Dear Mr. Janney:

Please give us your views on the enclosed draft Federal Personnel Manual chapter on Federal agencies' relationships with employee associations other than unions and associations of supervisors.

The draft chapter contains guidance on relationships that are permissible under section 7(d)(3) of Executive Order 11491, as amended, "Labor-Management Relations in the Federal Service." Section 7(d)(3) reads:

"(d) Recognition of a labor organization does not --

"(3) preclude an agency from consulting or dealing with a religious, social, fraternal, professional or other lawful association, not qualified as a labor organization, with respect to matters or policies which involve individual members of the association or are of particular applicability to it or its members. Consultations and dealings under subparagraph (3) of this paragraph shall be so limited that they do not assume the character of formal consultation on matters of general employee-management policy covering employees in that unit or extend to areas where recognition of the interests of one employee group may result in discrimination against or injury to the interests of other employees."

The draft chapter points out that there are many matters on which an agency may deal with an organization that are not precluded by the limitations in section 7(d)(3). With respect to dealings with

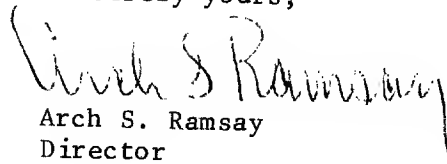
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an organization on personnel policy or working conditions, the guidance is of necessity limited to restating interpretations of the Executive Order by the Assistant Secretary of Labor and the Federal Labor Relations Council in cases brought before them for decision.

Besides giving general guidance on agencies' dealings with associations, the chapter outlines a proposed regulation that would give agencies discretionary authority to withhold dues for associations subject to certain criteria. This regulation would be issued under the Civil Service Commission's Executive Order 10982 authority to authorize payroll deductions in the executive branch.

We would appreciate receiving your comments on the draft chapter by December 1, 1975. Any questions you may have about the chapter may be addressed to the Special Policies Division, 632-6077.

Sincerely yours,


Arch S. Ramsay
Director

Attachment